THE CARDINAL GROUP II PRESENTS

MID-LEVEL LEADERSHIP COURSE

CONSCIOUS · OPERATIONAL · DEVELOPMENTAL

A three-day leadership course for mid-level leaders across public safety, with scenarios tailored to Police, Corrections, and Dispatch.

We promote our best operators and expect leadership to come with the stripes. It rarely does, because no one ever taught it.

The Mid-Level Leadership Course builds the leaders your culture actually runs on.

Most leadership training ends when the class ends. This one sends every leader home with a written 6-month action plan and the tools to run it.

THE LAYER WHERE CULTURE IS DECIDED

Every mid-level leader is the conductor of their command: turning policy into practice and setting the climate their people work in every day. Yet most were promoted for operational skill and trained to manage tasks, not to lead. The cost is disengaged staff, stalled change, uneven accountability, and good people who leave because their supervisor is underprepared.

A GUIDE BUILT FOR PUBLIC SAFETY

The Cardinal Group II designs and delivers this course practitioner to practitioner, led by leaders with decades in the public safety profession and grounded in adult-learning design. It is built to change behavior, not just deliver content, and **every module ends with something the leader builds and takes back.**

THREE DAYS, NINE MODULES

DAY 1 THE CONSCIOUS LEADER

1. Welcome & Introductions
2. Leading Self: Temperament & EQ
3. Cultivating Climate: Check-ins, Conflict & Feedback

DAY 2 THE OPERATIONAL LEADER

4. Mission-Driven Leadership & Projects
5. Policy, Risk & Accountability
6. Leading Change: Managing Resistance

DAY 3 THE DEVELOPMENTAL LEADER

7. Staff Development & Mentorship
8. Accountability & Feedback
9. Capstone: The 6-Month Leadership Action Plan

FORMAT & FIT

Delivered on site for a cohort of 20 to 24, led by veteran public safety leaders. Scenarios are tailored to each discipline, so the room works for a patrol sergeant and a corrections lieutenant alike. Participant materials and capstone coaching are included.

Leaders leave able to close the gap between intent and impact, run structured check-ins and honest feedback, connect daily work to the mission, and hold accountability fairly.

EVERY LEADER WALKS OUT WITH

A 6-Month Leadership Action Plan. Built across the course, presented to peers, carried back to their command.

A Personal Leadership Profile. A temperament and EQ action plan that closes the gap between intent and impact.

A Field-Ready Toolkit. Check-in cadences, SBI feedback, delegation, and development rhythms they use on the next shift.

PROMOTE AND HOPE, AND THE MIDDLE SETS THE TONE BY CHANCE

Climate left to chance, directives that die between command and the floor, uneven accountability, and misalignment between the executive leaders and their supervisors.

DEVELOP THEM, AND

Mid-level leaders who own the climate, connect every shift to the mission, develop their people on purpose, and hold the line on accountability with fairness and consistency.

An agency's culture is decided in the daily choices of its mid-level leaders.

Give them the standards, the skills, and the plan to lead it well.

SCAN TO REGISTER

$550 per participant · all three days

Agency-wide pricing available following a consultation

BRING THE MID-LEVEL LEADERSHIP COURSE TO YOUR AGENCY

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